

OCPS / OCCTA Proposals 2016-2017

The District and the Classroom Teachers Association reached a tentative agreement on contract issues in a daylong meeting on May 25, 2016.

The settlement includes a salary increase for all teachers as well as significant improvements in the evaluation process.

The School Board will consider ratification before July 1, 2016. The union will send out a mail ballot for the purpose of ratification after the Memorial Day weekend.

Items agreed upon May 25, 2016 include:

Salary Increase Proposal:

Highlights of the School Board's current 2016-17 salary offer for teachers:

\$500 across the board increase in base salary for all teachers paid after ratification

\$1,500 base salary increase for all teachers who received a rating of "Effective" (Includes the \$500 across the board + \$1,000 for performance) paid upon receipt of 2015-16 final summative scores.

\$1,850 base salary increase for teachers who received a rating of "Highly Effective" (Includes the \$500 across the board + \$1,350 for performance) paid upon receipt of 2015-16 final summative scores.

Beginning teachers' salary will increase from \$39,000 to \$39,500

Per current contract language, a 1.28% increase will be added to all advanced degree supplements

Employee must be in an active employment status as of the date of payout

Contractual Language Proposals:

Instructional Evaluation System

An overall decrease in the number of required evaluative observations based on teacher category (1, 2A, 2B, 3)

Category 1 and 2B: 2 Formal, 4 Informal observations

Category 2A: 1 Formal, 2 Informal observations

Category 3: No changes

Modification of ranges for ratings:

Highly Effective: 3.3 - 4.0

Effective: 2.4 - 3.2

Needs Improvement: 1.5 - 2.3

Unsatisfactory: 1.0 - 1.4

Creates non-evaluative Coaching Observations that can be performed anytime by trained observers and will not be reflected as part of the evaluation (Administrators indicate when these are taking place).

Requires completion of Deliberate Practice (DP) Plan before the DP is scored. The DP shall be completed and scored by April 15.

Any evaluation appeal granted for a "procedural error" for a teacher with a rating of:

2.9 or less will result in a 3.0 Effective rating;

3.0 or higher will result in a 3.3 Highly Effective

Student Learning Growth (SLG) beginning in 2015-16

- o Reduction of student learning growth score portion from 40% or 50% of the final summative evaluation to 33.3% of the evaluation
- o Offered cut points that provided a lower percentage of ratings below Effective than cut points required by the state
- o The District proposed three options for a district calculated SLG model

Standardized Testing

Students who are not testing shall not be in the same room as testing students

Teacher Rights and Responsibilities

A teacher can make arrangements with another teacher to cover classes in situations where the teacher will be out less than 2 hours, with approval from the administrator

Teachers shall not be held responsible for paying for instructional materials that a student has lost, destroyed or damaged

Placement review committee language revised to align with statute

Digital Training

LaunchEd 1:1 Digital Learning Program sites will offer professional development during the school year and optional training during the summer as funds allow

Duty Day

Faculty Advisory Committee (FAC) and the school administrator may discuss and provide a ballot for a faculty to vote on scheduling arrangements to include student contact time, planning time, duty time, use of substitutes, end of course testing schedules, etc. The ballot must be approved by a majority vote.

A waiver for VPK teachers to have 30 hours of student contact per week

Other TA's previously reached that will be included in the proposed settlement include:

Targeted Schools Supplement

Telemedicine benefit

Evaluation procedures manual

Evaluation procedural error corrections